

**IN THE UNITED STATES DISTRICT COURT  
FOR THE WESTERN DISTRICT OF PENNSYLVANIA**

**Rowena Wagner  
Plaintiff**

**Civil Action No. 04-264 ERIE  
Judge Sean J. McLaughlin**

**vs.**

**ELECTRONICALLY FILED**

**Crawford Central School District, et. al.  
Defendants**

**AFFIDAVIT OF ROWENA WAGNER**

1. On November 13, 1998, I became a naturalized American citizen, having come to the United States from Manila, Philippines in June of 1994.
2. While in the Philippines, I attended college for three (3) years, but dropped out for financial reasons. I was working toward a degree in Mass Communication, with a major in journalism.
3. When I arrived in the United States I learned that I would have to obtain a GED before I could attend college. I obtained my GED on August 13, 1996.
4. I subsequently enrolled at Edinboro University of Pennsylvania and in May of 2000 received a Bachelor of Science Degree in Education, majoring in elementary education.
5. While attending Edinboro I began working toward completing Pennsylvania's requirement for teacher certification by taking the various components of the Praxis Examination. Praxis is required of teaching candidates and consist of four (4) components: General Knowledge; Communication Skills; Principles of Learning and Teaching; and Elementary Education Curriculum Instruction Assessment. The Praxis Examination is entitled "Professional Assessment for Beginning Teachers.
6. I successfully completed all certification requirements and received my Professional Certificate, for grades K-6, with an effective date of May 2001.
7. As an education major, I had four (4) practicum experiences, two (2) field experiences and two (2) student teaching assignments. My field experiences were supervised by Professor Bruce Smith and my student teaching experiences by Professor John Lovett, both members of Edinboro's Department of Education, and the teachers in whose classroom I was assigned, Ms. Harriet Powell at Second District Elementary School, First Grade; Ms. Janice Koseff at Second District Elementary School, Sixth Grade, Learning Support; Mr. Douglas McCullough, at Cochran Elementary School, Sixth Grade; and Ms. Carole Fisher at Cochran Elementary School, First Grade. These schools are part of the Crawford Central School District.
8. A field experience includes, but is not limited to, assisting the teacher; supervising the students in

the teacher's absence and preparing and teaching one (1) lesson a week. Student teaching is similar, but requires the student to function more as the teacher; you are responsible for every aspect of the class activities and in particular, preparing and teaching lesson plans for the entire quarter.

9. I received a B+ out of a possible A for my field experiences and an A for student teaching.

10. Professor Lovett, Ms. Powell, Mr. McCullough and Ms. Fisher prepared evaluations of my performance after the completion of my respective assignments. These evaluations are attached to this affidavit. Also attached is a recent affidavit from Ms. Fisher.

11. Essentially, all found me to have been an excellent student. None found me to have a problem with grammar or classroom management or a lack of knowledge of education principles or theories. In fact, Professor Lovett, specifically pointed out that while I had what he called a "dialect", I did not have a problem with communicating or grammar.

12. As a child I spoke Tagalog and learned English. Tagalog is one of the major languages of the Philippines; it is the primary language of public education; the sole national language and with English, is a co-official language of the country. Tagalog is spoken more prevalently in families and English in government and business activities.

13. As a teacher and a mother of four (4) children, ages 11 months, 4, 8 and 10 years old, I am aware of the importance of properly preparing children for the future, including the importance of speaking and writing correctly. During all my efforts to obtain a job, neither Mr. Dolecki nor Mr. Heller ever told me my grammar was "poor". I first learned about this from my attorneys after they had read the School District's latest submission.

14. I first applied for a full-time teaching position with the Crawford Central School District in August 2001 and was interviewed by the then Superintendent, Mr. James Lascola and Mr. John Karns, a Principal. Mr. Lascola told me I had to substitute to gain experience before I could be hired as a full-time teacher. I was hired as a substitute in September 2001 and remain a substitute. A copy of the letter announcing my hiring is attached as Exhibit 1; it is signed by Mr. Dolecki, who, at the time, was the Acting Superintendent.

15. I have sought employment as a short-term and long-term substitute and have been recommended for each, but have been turned down.

16. An Arbitrator's Award, dated April 7, 1999, provides bidding rights to an individual who has served as a substitute for three (3) 90 days periods. In denying me the opportunity to be a long-term substitute, the District is preventing my employment under this Decision. A copy of that Award and the School District's current Collective Bargaining Agreement is included in the exhibits.

17. During the school years 2001-2002 and 2002-2003 I served as a substitute teacher between 80%-90% of each respective school year. After I filed an employment discrimination complaint with the Pennsylvania Human Relations Commission on February 20, 2003, I began experiencing a significant drop in time that continued throughout the school year just completed, 2005-2006. Proof

of this is attached.

18. On or about November 5, 2002, Ms. Joye Pickens, a second grade teacher at Cochran Elementary School, a 35 year veteran of the District now retired, asked me to substitute for her as she prepared for hip replacement surgery. Ms. Pickens expected to be out of work from November 15, 2002 to the school year 2003-2004. Ms. Pickens recommended me for the entire period. A letter from Ms. Pickens to the District, with this recommendation, is included in my exhibits.

19. I started teaching Ms. Pickens' class on November 15, 2002, but on December 20, 2002 I was abruptly removed from my assignment.

20. I had been told that I had the assignment until the ended of the 2002 Fall Semester, which concluded on January 17, 2003, but that the position would be posted for the second semester of the school year.

21. While Ms. Pickens' position was never posted, I applied for the position, but Amy Szalewicz, someone outside the District, a Caucasian, who placed 10<sup>th</sup> in the ranking was given the job.

22. Before I was summarily dismissed, Mr. Charles Heller, the Assistant Superintendent of Schools, had conducted a class observation on November 22 and Mr. Kurt Meader, the School Principal, had done so on November 26, 2002. Both found my performance satisfactory, with Mr. Heller noting certain areas for improvement. Mr. Heller's and Mr. Meader's observation report are included in the record. Neither gentlemen mentioned use of improper grammar in his respective report or raised such with me in conferences held on December 3, 2002 (by Mr. Meader) and December 6, 2002 (by Mr. Heller).

23. I have applied for over seventy-five (75) full-time and long-term positions with the School District. I have applied for or been recommended for short-term and long-term teaching positions. Except for being called in on an "as needed basis", I have been denied the opportunity for significant employment.

24. Other than the interview for Ms. Pickens, I have been given only one (1) other interview. That was in March 2004, after I filed my complaint with the Pennsylvania Human Relations Commission (PHRC). Among the elementary school teachers hired for the 2004-2005 school year, only one (1) was a minority. Tammy Foster, an African-American, had her teaching certification since 1994, but was only hired as a teacher in 2004. Previously, Ms. Foster was hired as a substitute teacher and later a teacher's aide. Ms. Foster's 1997 teacher's application is included in the record. Despite glowing recommendations that went back to her student teaching years and as an employee in the District's STAR Program, a tutorial program for students, Ms. Foster's ability as a teacher was over looked until my lawsuit.

For the 2005-2006 school year, another minority applicant, an individual of Asian and Filipino descent, was hired. Naomi-Uy Moore, was hired in violation of State law governing out-of-state candidates. When this matter was called to the attention of the District by Attorney Nichols, the District obtained an emergency permit for her, again in violation of State law.

25. Based on my knowledge, at least the following 27 individuals were not internal union bidders when hired at the elementary level during the period 2002-Present:

Robert Bazylak			Karen Jamieson
Stacie Boca			Cathy Kelihar
David Boughton			Cheryl
Erin Bourquin			Krackowski
Norman Carner			Amy Szalewicz-
Lori Carr			Lawrence
			Robin Leri
			Brian Mahoney
		Chad Dupont	Andrea Morini
		Susan Ford	Danielle Morris
		Tammy Foster	Naomi Uy-Moore
		Patricia Frano	
Chris Peters	Megan Porter	Nikki Shearer	Jennifer
Marcia Pifer	Rebecca Schaef		Stefanucci
Lisa Taormina	Mark Weathers		

Except for Ms. Foster and Ms. Uy-Moore, all are Caucasian.

26. As of today, for grades K-6, the District only has 2 minority full-time regular classroom elementary teachers, Tammy Foster and Naomi Uy-Moore, with Ms. Moore initially working in violation of out-of-state teaching certification requirements and later (beginning in January 2006) in violation of emergency permit requirements. There is another minority teacher, but she is employed as a reading and math intervention instructor.

27. Of the two (2) interviews I was invited to participate in, there were no minorities on the Interviewing Committee and all were under the supervision of Mr. Heller.

28. The District has a well known practice of hiring long-term substitutes on the recommendation of full-time teachers. In her deposition, Ms. Pickens testified about this practice and that she was not aware the practice had "changed". Others have told me of this practice. I am not aware of any announcement notifying staff of the change.

29. The practice of "teacher recommendation or request" was based solely on the teachers' request; it did not involve classroom observation or interviewing.

30. I have received over 100 favorable reports from teachers on how I have managed their classes. The School District has these in its possession.

31. At the end of the 2004-2005 school year, in a letter dated June 15, 2005, Mr. Heller wrote to "...



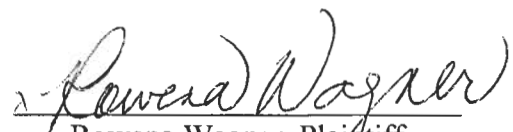
compliment you on the manner in which you performed your duties." A copy of this letter is attached.

32. On or about July 15, 2006 I received the attached letter from Mr. Heller advising me that a position I had applied for at Cochran Elementary School for the upcoming School Year had not been bidden on by a union member. A copy of this letter is attached.

33. I recently learned that Naomi Uy-Moore, even though still without proper certification, has been assigned to Cochran Elementary from West End Elementary into a position previously held by a long-term substitute. I am not aware of this position being posted.

34. On or about September 24, 2004, Ms. Joanne Darling, the former Principal at Cochran Elementary School, informed me that I could not be considered for a Fourth Grade Teaching Position for the 2004-2005 school year because I had filed a federal lawsuit on or about September 16, 2004. As a result, I did not pursue this position.

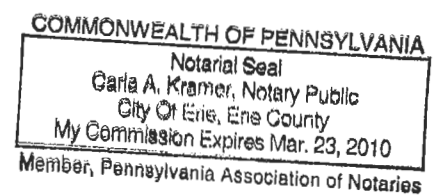
35. My certification was up for renewal this year. Having earned the credits, the District, despite promising to send my information in with those of other teachers, failed to report my information to the Pennsylvania Department of Education. This information only went in after my attorneys wrote the defendants and advised them that the withholding of the information was a form of retaliation. A copy of that letter is included in the exhibits.

  
Rowena Wagner, Plaintiff

**COMMONWEALTH OF PENNSYLVANIA  
COUNTY OF ERIE**

**BEFORE ME**, the undersigned notary public, personally appeared Rowena Wagner, who being duly sworn according to law, depose and say that she is the plaintiff in the above mentioned case and that the facts set forth in this Affidavit are true and correct to the best of her knowledge, information and belief.

  
Notary Public





# EDINBORO UNIVERSITY

## OF PENNSYLVANIA

Department of Educational Services  
Edinboro, PA 16444

Teacher Candidate Rowena Wagner Subject/Grade El.Ed

Social Security Number (Teacher Candidate) 211-74-8661

School Name Cochranton Elementary School

School Address 225 S. Franklin Street Telephone # 814-425-2105  
Cochranton, PA 16314

University Supervisor John C. Lovett Date May 9, 2000

Prepared by \_\_\_\_\_  
Check one: ☐ Cooperating Teacher ☒ University Supervisor

It has been my pleasure to work with Rowena Wagner during the 2000 spring semester. Rowena was assigned to the sixth grade during the first quarter of her student teaching and to first grade during the second quarter at Cochranton Elementary School.


Rowena has always been very professional in her appearance and in all her classroom activities. She was an excellent role-model for her students to emulate. She set high standards for herself as well as for her students.

Rowena planned her lessons very well and included many of her own teacher-made materials in her daily lessons. She also included different types of learning styles in her lessons. She was the type of student teacher who came early and stayed late to prepare her lessons.

Rowena had an excellent classroom presence. She presented herself well to her students. Although she had a dialect, her speech and grammar were never a concern. She had a clear, commanding voice, and good classroom control.

Rowena demonstrated a real love for teaching and a strong sensitivity to the needs of her students. As was mentioned, she was very professional, and she possessed a strong mature insight into the students' needs and the operation of the classroom.

It is a real pleasure to welcome Rowena Wagner into the teaching profession. She will be a great asset to any school district.

  
Signature



EDINBORO UNIVERSITY OF PENNSYLVANIA  
 CENTER FOR CAREER SERVICES  
 106 McNerney Hall  
 Edinboro, PA 16444  
 Telephone: 814/732-2781

### NARRATIVE RECOMMENDATION

Please evaluate the individual named below. This statement will be copied and sent to prospective employers and/or graduate schools; it is available for inspection by the student.

THIS SECTION MUST BE COMPLETED BY STUDENT

SOCIAL SECURITY # 211 - 74 - 8661

Candidate's Name Rowena V. Wagner Date of Reference 6/00

Person Providing Reference Mrs. Harriet Powell

Position or Title 1st. Grade Teacher

Office Address Second District Elem. School, Mdv1., PA Office Phone 724-7073

Rowena Wagner was my field experience student for five weeks, in the Fall 99. Mrs. Wagner acted as a professional at all times, and she had good rapport with the students and staff.

Mrs. Wagner is a very caring young woman who has a family of her own, so has experience dealing with children.

While in my classroom, Mrs. Wagner taught all areas of the curriculum with complete confidence. Her discipline was firm but supportive to the needs of each student.

Each lesson she was to teach was given a lot of thought, to make sure the students understood the concept to be taught. She was very innovative with her lessons and the students stayed on task.

I hope to see Mrs. Wagner in a classroom of her own, in the Crawford Central School system. Mrs. Wagner would certainly be an asset to our system that we can't afford to lose.

*Mrs. Harriet Powell*  
 Signature





# EDINBORO UNIVERSITY

## OF PENNSYLVANIA

Department of Educational Services  
Edinboro, PA 16444

Teacher Candidate Rowena Wagner Subject/Grade 6

Social Security Number (Teacher Candidate) 211-74-8661

School Name Cochranton Elementary

School Address 225 S. Franklin St. Telephone # (814) 425-2105

Cochranton, PA 16314

University Supervisor John Lovett Date 3-8-00

Prepared by Douglas McCullough

Check one: ☒ Cooperating Teacher ☐ University Supervisor

Mrs. Rowena Wagner was assigned to be my student teacher the first half of the 2000 spring semester. My sixth grade class consisted of 26 heterogeneously grouped students. Rowena was responsible for teaching disciplines of reading, spelling, math, three classes of social studies, as well as the daily routine of the classroom.

Rowena always demonstrated an abundance of enthusiasm while teaching her lessons. She was always well prepared and in command of the necessary knowledge to present her lessons. Almost everyday, Rowena supplemented her lessons with reference materials or "teacher-made" instructional materials. On many occasions she reported to school much earlier than required and stayed past the required time at the end of the day to work on various projects. She used many different types of teaching styles in presenting her lessons. Many times she would have a different activity planned for each of the three social studies classes.

Rowena was very cooperative and always receptive to any ideas or suggestions that I offered. Often she would seek information or suggestions from me to help in her lessons and then would incorporate those suggestions in future lessons.

Rowena was always well groomed and presented herself as a professional. She was readily accepted by the faculty and staff at Cochranton Elementary as an equal. She was always fair, firm and consistent when dealing with students. I feel Rowena has achieved competency in her student teaching experience and will be an excellent teacher in the future.

*Douglas McCullough*  
Signature





# EDINBORO UNIVERSITY

## OF PENNSYLVANIA

Department of Educational Services  
Edinboro, PA 16444

Teacher Candidate Rowena Wagner Subject/Grade 1

Social Security Number (Teacher Candidate) 211-74-8661

School Name Cochranton Elementary School

School Address 225 South Franklin St. Telephone # 814-425-2105  
Cochranton, PA 16314

University Supervisor John Lovett Date 5/3/2000

Prepared by Carole Fisher

Check one: ☒ Cooperating Teacher ☐ University Supervisor

Upon beginning her student teaching in first grade, Mrs. Rowena Wagner demonstrated an exceptional level of teaching. Her planning skills and presentation of content matter displayed her professional commitment to teaching. Her respect for students and consistency with discipline provided a positive rapport with her students.

Mrs. Wagner exhibited many outstanding qualities. She always worked in a professional manner. She was thorough with her plans, always dependable and reliable. She showed an interest in striving to always do her best. She would always work beyond her requirements.

Mrs. Wagner demonstrated an outstanding ability to organize and communicate ideas. She utilized various techniques to convey concepts taught. Students were given the opportunity to be active participants that observe, predict, analyze and formulate responses. Students were given an opportunity to show what they learned through techniques Mrs. Wagner used. These techniques were tactile, oral and written.

I was very pleased with both the efforts and results of Mrs. Wagner's work. I feel that her competency and professionalism make her a highly qualified teacher. It has been my pleasure to serve as a cooperating teacher to such a capable teacher. I would highly recommend Mrs. Wagner for a position within the teaching profession.

Carole Fisher  
Signature

07-12-'06 13:25 FROM-Byham's Insurance

814-724-3000

T-035 P002/002 F-654

July 12, 2006

Atty. Caleb Nichols  
P.O. Box 1585  
Erie, PA 16507

Dear Atty. Nichols:

I am writing in response to your telephone call of July 9, 2006 in reference to Mrs. Rowena Wagner's teaching ability. As the records show, I served as Mrs. Wagner's Cooperating Teacher in 2000. Mrs. Wagner taught all subject areas in my First Grade class.

Mrs. Wagner was a diligent worker and always handled herself in a professional manner. She developed a strong rapport with the students and strived to have interesting lessons for them. Mrs. Wagner would vary her lessons to achieve proficient results. She was receptive to any constructive criticism given in order to improve her lessons. All written plans were prepared by Mrs. Wagner and previewed by myself prior to her teaching the lessons.

Since Mrs. Wagner graduated and began substitute teaching, I have requested her as much as possible for my class when I would not be available. She has always been very thorough while substituting for me. She follows the lesson plans that I have written and provides me with a list of the information that she presented to my class. If I have had to be out longer than one day, Mrs. Wagner would write the lesson plans for the additional days. She has always followed the curriculum and State standards.

I have always felt very comfortable having Mrs. Wagner teach my class as she knows my classroom and I never have to worry about discipline problems or incomplete lessons. My students have always seemed to be able to understand the lessons that she has presented to them.

When Mrs. Wagner completed her student teaching, I stated that I would highly recommend her for any elementary position. After seeing how she has handled my class numerous times as a substitute, I still have these same recommendations for her.

Should you have any questions, or need any clarifications, please feel free to contact me. Thank you.

Sincerely,

*Carole J. Fisher*  
Carole J. Fisher

Sworn and subscribed before me this  
12<sup>th</sup> day of July 2006

*Sandra L. Jannot*

COMMONWEALTH OF PENNSYLVANIA

NOTARIAL SEAL  
Sandra L. Jannot, Notary Public  
Vernon Township, Crawford County, PA  
My Commission Expires April 24, 2008

SUBSTITUTE TEACHING ASSIGNMENTS SCHOOL YEAR 2001-2002			
DATE	TEACHER	BUILDING	GRADE LEVEL
10/2/01	Mrs. Sandberg	Second District	Learning Support 1/2 day
10/3/01	Mrs. Shelby	Neason Hill	Grade 2
10/4/01	Mrs. Lyons	Neason Hill	Library
10/5/01		West End	Multi-Disability Class
10/8/01	Ms. Smith	Cochranton Elem.	Art
10/9/03	Mrs. Everett	Cochranton Elem.	Grade 4
10/10/01	Mrs. Miller	Cochranton Elem.	Music 1/2 day
10/11/01	Mr. Steigkamper	Neason Hill	Grade 6
10/12/01	Mrs. Moore	Neason Hill	Grade 4
10/16/01	Mrs. Powell	Neason Hill	Grade 2 1/2 day am
10/17/01	Mrs. Spataro	Neason Hill	Kdg. 1/2 day pm
10/18/01	Mr. Styborski	First Dist.	Grade 5
10/19/01	Substitute Sem.	MASH	
10/22/01	Mrs. Miller	Cochranton Elem.	Music 1/2 day am
10/23/02	Mrs. Digiacomo	Neason Hill	Grade 5
10/24/01	Mrs. Koseff	Second District	Learning Support Gr. 6
10/25/01	Mrs. Sandberg	Second District	Life Skills
10/29/01	Mrs. Bauer	Cochranton Elem.	Grade 6
10/30/01	Mrs. Bauer	Cochranton Elem.	Grade 6
10/31/01	Mrs. Bauer	Cochranton Elem.	Grade 6
11/1/01	Mrs. Bauer	Cochranton Elem.	Grade 6
11/2/01	Mrs. Bauer	Cochranton Elem.	Grade 6
11/5/01	Mrs. Everett	Cochranton Elem.	Grade 4 1/2 day pm
11/6/01	Mrs. Wheaton	Cochranton Elem.	Grade 6
11/9/01		East End	Emotional Support
11/14/01		Second Dist.	Music 1/2 day pm
11/15/01		Neason Hill	Grade 3
11/16/01	Mrs. Everett	Cochranton Elem.	Grade 4
11/19/01	Mrs. Kantz	Cochranton Elem.	Grade 5
11/20/01	Mrs. Porter	West End	Grade 2
11/21/01	Mrs. Dye	Cochranton Elem.	Grade 1
11/30/01	Mrs. Yursic	West End	Library
12/3/01	Mrs. Robbins	Neason Hill	Grade 3
12/4/01	Mrs. Wagner	Cochranton Elem.	Grade 3
12/5/01	Mrs. Robbins	Neason Hill	Grade 3

2001



12/6/01	Mrs. Costello	Second/First Dist.	Learning Support	
12/7/01	Mrs. Godfrey	Second Dist.	Grade 6	
12/10/01	Mrs. Augustine	Neason Hill	Grade 1	
12/11/01	Mrs. Augustine	Neason Hill	Grade 2	
12/12/01	Mrs. Bauer	Cochranon Elem.	Grade 6	
12/13/01	Mrs. Yurisc	West End	Library	
12/14/01	Mrs. Zucarro	West End	Grade 3	
12/17/01	Mrs. Dye	Coch. Elem.	Grade 1	
12/18/01	Mrs. Dye	Coch. Elem.	Grade 1	
12/19/01	Mrs. Holt	Coch. Elem.	Learning Support 1/2 day	
12/20/01	Mrs. Pickens	Coch. Elem.	Grade 2	
1/3/02	Mrs. Miller	Coch. Elem.	Music 1/2 day pm	
1/4/02	Mrs. Hood	First District	Kdg.	
1/8/02	Mrs. Gunn	CHS	Computer Grade 7-9	
1/10/02	Mrs. Duvall	Second Dist.	Grade 4	
1/11/02	Mrs. Collwell	MAMS	Art Grade 7-8	
1/15/02	Mrs. Hacek	MASH	Home Eco. Grade 9-12	
1/16/02	Mrs. Yurisc	West End/CES	Library	
1/17/02	Mr. Vanzandt	First Dist.	Grade 6	
1/18/02	Mr. Vanzandt	First Dist.	Grade 6	
1/23/02	Mrs. Apples	Neason Hill	Grade 3	
1/25/02	Mrs. Inman	East End	Kdg.	
1/28/02	Mrs. Fail	CES	Grade 3	
1/29/02	Mr. Poyler	CHS	English Grade 7	
1/31/02	Mrs. Malone	First Dist	Grade 3	
2/1/02	Mrs. Malone	First Dist	Grade 3	
2/7/02	Mr. McCullough	CES	Grade 6	
2/8/02	Ms. Collwell	MASH	Art	
2/11/02	Mrs. Hotchkiss	West End	Grade 6	
2/12/02	Mrs. Hotchkiss	West End	Grade 6	
2/13/02	Ms. Smith	CES	Art	
2/14/02	Mrs. Fisher	CES	Grade 1	
2/15/02	Mrs. Mariani	First Dist.	Challenge Center	
2/19/02		CES	Extra Teacher	
2/21/02		CES	Extra Teacher 1/2 am	
2/22/02		Second Dist.	Extra Teacher 1/2 am	
2/25/02	Mrs. Molkey	Neason Hill	Learning Support	
2/27/02	Mrs. Porter	West End	Grade 2	
3/1/02	Mrs. Geiger	First Dist.	Kdg.	

3/4/02	Mrs. Porter	West End	Grade 2	
3/6/02	Mrs. Britton	First Dist.	Grade 6	
3/11/02		CES	Extra Teacher	
3/12/02		Second dist.	Extra Teacher	
3/13/02		CES	Extra Teacher 1/2 day am	
3/14/02		First Dist.	Extra Teacher 1/2 day am	
3/18/02	Mrs. Shorts	CES	Ext. Kdg.	
3/22/02	Mrs. Digiacomo	Neason Hill	Grade 5	
4/1/02	Mrs. Nahay	CES	Grade 4	
4/2/02		Second Dist.	Extra teacher	
4/3/02		CES	Extra teacher	
4/4/02		Second Dist.	Extra teacher 1/2 day am	
4/5/02		CES	Extra teacher 1/2 day am	
4/9/02	Mrs. Buckeye	CES	Phys. Ed.	
4/11/02	Mrs. Buckeye	CES	Phys. Ed.	
4/12/02	Ms. Smith	CES	Art	
4/15/02	Mrs. Porter	West End	Grade 2	
4/18/02	Ms. Pero	CES	Grade 2	
4/19/02	Mrs. Pickens	CES	Grade 2	
4/22/02	Mrs. Pickens	CES	Grade 2	
4/23/02	Mrs. Pickens	CES	Grade 2	
4/24/02	Mrs. Pickens	CES	Grade 2	
4/25/02	Mrs. Pickens	CES	Grade 2	
4/26/02	Mrs. Pickens	CES	Grade 2	
4/29/02	Mrs. Nahay	CES	Grade 4	
4/30/02	Mrs. Pickens	CES	Grade 2	
5/1/02	Mrs. Shorts	CES	Ext. Kdg.	
5/2/02		Neason Hill	Extra Teacher	
5/3/02	Mr. McCullough	CES	Grade 6	
5/6/02	Mrs. Digiacomo	Neason Hill	Grade 5	
5/7/02	Mrs. Bond	Neason Hill	Instrumental Music	
5/8/02	Mrs. Bond	Neason Hill	Instrumental Music	
5/9/02	Mrs. Bond	Neason Hill	Instrumental Music 1/2 day am	
5/10/02	Mrs. Dye	CES	Grade 1	
5/14/02	Mrs. Bond	Neason Hill	Inst. Music	
5/16/02	Mr. Malone	CES	Grade 4	
5/20/02	Mrs. Cujas	First Dist.	Grade 2	
5/22/02	Mr. Mason	CES	Grade 5 1/2 day am	
5/22/02	Mr. McCullough	CES	Grade 6 1/2 day pm	

SUBSTITUTE TEACHING ASSIGNMENT SCHOOL YEAR 2002-2003			
Date	Teacher	Building	Grade Level
9/10/02	Mr. Don Check	Cochranton Elem.	Fifth
9/11/02	Mr. Don Check	Cochranton Elem.	Fifth
9/17/02	Mr. Doug McCullough	Cochranton Elem.	Sixth
9/20/02	Mrs. Terry Mannross	First District Elem.	Music
9/25/02	Mr. Don Check	Cochranton Elem.	Fifth
9/27/02	Mr. Haynes	Second District	Sixth
10/1/02	Mrs. S. Everett	Cochranton Elem	Fourth 1/2 day PM
10/2/02	Mrs. Dillon	Neason Hill	Fifth 1/2 day PM
10/3/02	Mrs. Dillon	Neason Hill	Fifth
10/7/02	Mrs. Wheaton	Cochranton Elem	Sixth 1/2 PM
10/8/02	Extra Teacher	Cochranton Elem	Fourth
10/11/02	Mrs. Wonders	First District	Challenge Center
10/14/02	Mr. Mason	Cochranton Elem	Fifth
10/15/02	Mrs. Dillon	Neason Hill	Fifth
11/16/02	Extra Teacher	Cochranton Elem.	
10/17/02	Ms. Pero	Cochranton Elem.	Second
10/24/02	Ms. Thompson	East End	Second
10/25/02	Mr. McCullough	Cochranton Elem	Sixth
10/28/02	Mrs. Henrich	Neason Hill	Fifth
10/29/02	Mrs. Henrich	Neason Hill	Fifth 1/2 day AM
11/1/02	Mrs. Maruska	Cochranton Elem	Kdg.
11/5/02	Mr. Malone	Cochranton Elem	Fourth
11/7/02	Mrs. Maruska	Cochranton Elem	Kdg.
11/8/02	Mrs. Pickens	Cochranton Elem	Second
11/11/02	Mrs. Maruska	Cochranton Elem	Kdg.
11/12/02	Extra Teacher	Cochranton Elem	
11/13/02	Mrs. Pickens	Cochranton Elem	Second
11/15/02	Mrs. Pickens	Cochranton Elem	Second
11/18/02	Mrs. Pickens	Cochranton Elem	Second
11/19/02	Mrs. Pickens	Cochranton Elem	Second
11/20/02	Mrs. Pickens	Cochranton Elem	Second
11/21/02	Mrs. Pickens	Cochranton Elem	Second
11/22/02	Mrs. Pickens	Cochranton Elem	Second
11/25/02	Mrs. Pickens	Cochranton Elem	Second
11/26/02	Mrs. Pickens	Cochranton Elem	Second

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11/27/02	Mrs. Pickens	Cochranon Elem	Second
11/28/02	Mrs. Pickens	Cochranon Elem	Second
12/2/02	Mrs. Pickens	Cochranon Elem	Second
12/3/02	Mrs. Pickens	Cochranon Elem	Second
12/4/02	Mrs. Pickens	Cochranon Elem	Second
12/5/02	Mrs. Pickens	Cochranon Elem	Second
12/6/02	Mrs. Pickens	Cochranon Elem	Second
12/10/02	Mrs. Pickens	Cochranon Elem	Second
12/11/02	Mrs. Pickens	Cochranon Elem	Second
12/12/02	Mrs. Pickens	Cochranon Elem	Second
12/13/02	Mrs. Pickens	Cochranon Elem	Second
12/16/02	Mrs. Pickens	Cochranon Elem	Second
12/17/02	Mrs. Pickens	Cochranon Elem	Second
12/18/02	Mrs. Pickens	Cochranon Elem	Second
12/19/02	Mrs. Pickens	Cochranon Elem	Second
12/20/02	Mrs. Pickens	Cochranon Elem	Second
1/3/03	Mrs. Fisher	Cochranon Elem	First
1/9/03	Mrs. Shorts	Cochranon Elem	Ext. Kdg. 1/2 AM
1/10/03	Mrs. Everett	Cochranon Elem	Fourth
1/13/03	Mrs. Kantz	Cochranon Elem	Fifth
1/16/03	Ms. Smith	Coch Elem/ Second Dist.	Art
1/23/03	Mrs. Maruska	Cochranon Elem	Kdg.
1/24/03	Mrs. Everett	Cochranon Elem	Fourth
1/29/03	Mrs. Wheaton	Cochranon Elem	Sixth
2/3/03	Mrs. Maruska	Cochranon Elem	Kdg.
2/4/03	Mrs. Maruska	Cochranon Elem	Kdg.
2/5/03	Mrs. Maruska	Cochranon Elem	Kdg.
2/6/03	Mrs. Maruska	Cochranon Elem	Kdg.
2/7/03	Mrs. Maruska	Cochranon Elem	Kdg.
2/11/03	Mrs. Shorts	Cochranon Elem	Ext. Kdg. 1/2 AM
2/11/03	Mrs. Kantz	Cochranon Elem	Fifth
2/18/03	Mrs. Porter	West End	Second
2/21/03	Mr. Mason	Cochranon Elem	Fifth
2/24/03	Mr. Malone	Cochranon Elem	Fourth
2/25/03	Mrs. Maruska	Cochranon Elem	Kdg.
2/26/03	Mrs. Maruska	Cochranon Elem	Kdg.
2/27/03	Mrs. Maruska	Cochranon Elem	Kdg.
2/28/03	Mrs. Maruska	Cochranon Elem	Kdg.
3/3/03	Mrs. Miller	Cochranon Elem	Music

3/5/03	Mrs. Fisher	Cochrannton Elem	First
3/7/03	Mrs. Metzler	Second District	Sixth
3/17/03	Mrs. Nahay	Cochrannton Elem	Fourth
3/20/03	Mrs. Nahay	Cochrannton Elem	Fourth 1/2 day PM
3/21/03	Mrs. Nahay	Cochrannton Elem	Fourth
3/24/03	Extra Teacher	Cochrannton Elem	
3/28/03	Mrs. Minnis	First District	First
3/31/03	Mrs. Wheaton	Cochrannton Elem	Sixth
4/4/03	Mrs. Billingsley	First Dist.	Fourth
4/8/03	Ms. Bond	Neason Hill	Inst. Music
4/10/03	Mrs. Wheaton	Cochrannton Elem.	Sixth
4/11/03	Mrs. Wagner	Cochrannton Elem.	Third 1/2 day AM
4/15/03	Mrs. Zucaro	West End	Third
4/22/03	Mrs. Fisher	Cochrannton Elem	First
4/23/03	Mrs. Fisher	Cochrannton Elem	First
4/24/03	Mrs. Sinecki	Second District	First
4/25/03	Mrs. Stockton	Cochrannton Elem	Third
4/28/03	Mr. Mason	Cochrannton Elem	Fifth
4/29/03	Mr. Mason	Cochrannton Elem	Fifth
4/30/03	Extra Teacher	West End	
5/1/03	Mrs. Kramer	Cochrannton Elem	Library
5/2/03	Ms. Smith	Cochrannton Elem	Art
5/5/03	Mr. Check	Cochrannton Elem	Fifth
5/6/03	Mrs. Nahay	Cochrannton Elem	Fourth
5/8/03	Mrs. Miller	Cochrannton Elem	Music 1/2 day PM
5/12/03	Mrs. Rosenberger	Second Dist.	Third
5/13/03	Mrs. Rosenberger	Second Dist.	Third
5/15/03	Extra Teacher	First District	
5/19/03	Mrs. Manuka	Cochrannton Elem	Kdg.
5/20/03	Extra Teacher	Cochrannton Elem	
5/21/03	Mr. Malone	Cochrannton Elem	Fourth
5/22/03	Mrs. Hotchkiss	West End	Sixth
5/23/03	Mrs. Augustine	Neason Hill	First
5/27/03	Extra Teacher	Cochrannton Elem	
5/28/03	Mrs. Nahay	Cochrannton Elem	Fourth
5/29	Mrs. Nahay	Cochrannton Elem	Fourth
5/30/03	Mrs. Nahay	Cochrannton Elem	Fourth
6/4/03	Mrs. Miller	Cochrannton Elem	Music 1/2 day PM

Substitute Teaching Assignments				13-2004
DATE	TEACHER	BUILDING	GRADE LEVEL	
08/27/03				
08/28/03				Student First Day No job
08/29/03	Mrs. Dye	CES	First	no job
09/01/03				Labor Day (No school)
09/02/03				no job
09/03/03				no job
09/04/03				no job
09/05/03				no job
09/08/03				no job
09/09/03				no job
09/10/03				no job
09/11/03				no job
09/12/03				no job
09/15/03				no job
09/16/03	Molly Miller	CES	Music	no job
09/17/04				no job
09/18/04	Mrs. Nahay	CES	Fourth	
09/19/03	Molly Miller	CES	Music	1/2 day
09/22/03				no job
09/23/03				no job
09/24/03	extra teacher	CES		
09/25/03	extra teacher	CES		
09/26/03				no job
09/29/03				no job
09/30/03				no job
10/01/03	extra teacher	CES		
10/02/03	Miss Smith	CES	Art	
10/03/03				no job
10/06/04	Mrs. Scott	West End	Second	
10/07/03				no job
10/08/03	Mrs. Fisher	CES	First	
10/09/03	Mrs. Fait	CES	Third	1/2 day pm
10/10/03	Mrs. Wheaton	CES	Sixth	
10/13/03	Mrs. Everett	CES	Fourth	
10/14/03	Mrs. Patton	East End	Kdg	
10/15/03	Molly Miller	CES	Music	1/2 day pm
10/16/03				no job
10/17/03	Mrs. Thompson	East End	Second	
10/20/03				no job
10/21/03				no job
10/22/03	Mrs. Patton	East End	Kdg	no job

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10/23/03	Mrs. Patton	East End	Kdg	
10/24/03	Mrs. Serra	East End	Library	
10/27/03	Mr. Smith	West End	Sixth	
10/28/03	Mr. Smith	West End	Sixth	
10/29/03	Mr. Smith	West End	Sixth	
10/30/03	Mr. Smith	West End	Sixth	
10/31/03				Teacher In Service (No School)
11/03/03				no job
11/04/03				no job
11/05/03				1/2 day no job (Parent Conf.)
11/06/03	Mrs. Morris	Neason Hill	Fourth	
11/07/03	Mrs. Mariani	First Dist.	Gifted	
11/10/03				no job
11/11/03				no job
11/12/03				no job
11/13/03				no job
11/14/03	Mrs. Maruska	CES	Kdg	
11/17/03	Mrs. Mack Maruska	CES	First	
11/18/03	Mrs. Hope	CES	Kdg	
11/19/03	Mrs. Maruska	CES	Kdg	
11/20/03	Mrs. Serra	First Dist.	Library	
11/21/03	Mrs. Manross	First Dist.	Music	
11/24/03				no job
11/25/03	extra teacher	CES	First/Second	
11/26/03	Mr. Smith	West End	Sixth	
11/27/03				Thanksgiving Break
11/28/03				Thanksgiving Break
12/01/03				Thanksgiving Break
12/02/03				no job
12/03/03				no job
12/04/03	Mrs. Kantz	CES	Fifth	1/2 day pm
12/05/03	Mrs. Godfrey	West End	Fifth	
12/08/03				no job
12/09/03				no job
12/10/03	Mrs. Wheaton	CES	Sixth	
12/11/03				no job
12/12/03	Mrs. Seigel	East End	Third	
12/15/03	Mrs Mack Maruska	CES	First	
12/16/03	Mrs.Dye	CES	First	
12/17/03	Mr. Losacano	CES	Kdg	1/2 day pm
12/18/03				no job
12/19/03	Mrs. Miller	CES	L.S	
12/22/03				no job
12/23/03	thru 1/2/04			Christmas Break
01/05/04	Mrs. Spataro	Neason Hill	First	

01/06/04	Mrs. Maruska	CES	Kdg	
01/07/04	Miss Smith	CES	Art	
01/08/04	Mr. Losacano	CES	Kdg	
01/09/04				no job
01/12/04	Mrs. Lyons	CES	Library	
01/13/04	Mrs. Buckeye	CES	Phys. Ed	
01/14/04	Mrs. Merc	CES	Second	1/2 day am
01/15/04	Fisher/Pickens	CES	First/Second	
01/16/04	Mrs. Pickens	CES	Second	
01/19/03				no job
01/20/03				no job
01/21/04	Mrs. Miller	CES	L.S	
01/22/04	Mrs. Miller	CES	L.S	
01/23/04	Mrs. Pickens	CES	Second	
01/26/04	Mrs. Pickens	CES	Second	
01/27/04				Snow Day
01/28/04	Miss Smith	CES	Art	
01/29/04	extra teacher	Neason Hill		
01/30/04				no job
02/02/04				no job
02/03/04				Snow Day
02/04/04	Mrs. Inman	Neason Hill	Kdg	
02/05/04	Mrs. Wheaton	CES	Sixth	
02/06/04	Mr. Malone	CES	Fourth	
02/09/04	Mrs. Pickens	CES	Second	
02/10/04	Mrs. Pickens	CES	Second	
02/11/04	Mrs. Wheaton	CES	Sixth	
02/12/04				no job
02/13/04	Mr. Losacano	CES	Kdg	
02/16/04				no job
02/17/04				no job
02/18/04	Mrs. Mack Maruska	CES	First	
02/19/04	Mrs. Mack Maruska	CES	First	
02/20/04				no job
02/23/04	Mrs. Dye	CES	First	
02/24/04	Mrs. Dye	CES	First	
02/25/04	Mrs. Nahay	CES	Fourth	
02/26/04				no job
02/27/04	extra teacher	Neason Hill		
03/01/04				no job
03/02/04	Mrs. Wheaton	CES	Sixth	
03/03/04				no job
03/04/04	Mrs. Pickens	CES	Second	
03/05/04	Mrs. Nahay	CES	Fourth	
03/08/04	Mrs. Mack Maruska	CES	First	

03/09/04	Mrs. Wheaton	CES	Sixth	no job
03/10/04				
03/11/04	Interview/ISC 4.15			no job
03/12/04	Teacher In Service			No school
03/15/04				no job
03/16/04	Mrs. Fisher	CES	First	
03/17/04	Mrs. Fisher	CES	First	
03/18/04	Mrs. Fisher	CES	First	1/2 day am (Act 80 Day)
03/19/04	Mrs. Fisher	CES	First	
03/22/04	Mrs. Terry	Second Dist.	Fourth	
03/23/04	Mrs. Apple	Neason Hill	Second	
03/24/04	Fisher/Pickens	CES	First/Second	
03/25/04	Mrs. Fisher	CES	First	
03/26/04	Mrs. Wagner	CES	Third	
03/29/04				no job
03/30/04	Mrs. Mack Maruska	CES	First	
03/31/04	Mrs. Hotchkiss	West End	Sixth	
04/01/04	Mrs. Lerch	East End	Sixth	
04/02/04				no job
04/05/04	Mrs. Dye	CES	First	
04/06/04	Mrs. Dye	CES	First	
04/07/04	thru 4/9/04			Easter Break
04/12/04	Mrs. Molke	West End	Second	
04/13/04	Mrs. Wheaton	CES	Sixth	
04/14/04				no job
04/15/04	Mrs. Pickens	CES	Second	
04/16/04	Mrs. Pickens	CES	Second	
04/19/04	Mrs. Fisher	CES	First	
04/20/04	Mrs. Fisher	CES	First	
04/21/04	Mr. Malone	CES	Fourth	1/2 day pm
04/22/04	Mrs. Mariani	First Dist.	Gifted	
04/23/04	Mr. McCullough	CES	Sixth	
04/26/04	Mr. Smith	West End	Sixth	
04/27/04				no job
04/28/04	Mrs. Miller	CES	Music	
04/29/04				no job
04/30/04	Mrs. Fisher	CES	First	
05/03/04	Mrs. Pickens	CES	Second	
05/04/04	Mrs. Lyons	CES	Library	
05/05/04	Mr. Smith	West End	Sixth	
05/06/04	Mrs. Lyons	Neason Hill	Library	
05/07/04	Mrs. Pickens	CES	Second	Field Trip
05/10/04	Mrs. Wheaton	CES	Sixth	
05/11/04				no job
05/12/04	extra teacher	CES	Kdg	



03/09/04	Mrs. Wheaton	CES	Sixth	no job
03/10/04				no job
03/11/04	Interview ISC 4:15			no job
03/12/04	Teacher In Service			No school
03/15/04				no job
03/16/04	Mrs. Fisher	CES	First	
03/17/04	Mrs. Fisher	CES	First	
03/18/04	Mrs. Fisher	CES	First	1/2 day am (Act 80 Day)
03/19/04	Mrs. Fisher	CES	First	
03/22/04	Mrs. Terry	Second Dist.	Fourth	
03/23/04	Mrs. Apple	Neason Hill	Second	
03/24/04	Fisher/Pickens	CES	First/Second	
03/25/04	Mrs. Fisher	CES	First	
03/26/04	Mrs. Wagner	CES	Third	
03/29/04				no job
03/30/04	Mrs. Mack Maruska	CES	First	
03/31/04	Mrs. Hotchkiss	West End	Sixth	
04/01/04	Mrs. Lerch	East End	Sixth	
04/02/04				no job
04/05/04	Mrs. Dye	CES	First	
04/06/04	Mrs. Dye	CES	First	
04/07/04	thru 4/9/04			Easter Break
04/12/04	Mrs. Molke	West End	Second	
04/13/04	Mrs. Wheaton	CES	Sixth	no job
04/14/04				
04/15/04	Mrs. Pickens	CES	Second	
04/16/04	Mrs. Pickens	CES	Second	
04/19/04	Mrs. Fisher	CES	First	
04/20/04	Mrs. Fisher	CES	First	
04/21/04	Mr. Malone	CES	Fourth	1/2 day pm
04/22/04	Mrs. Mariani	First Dist.	Gifted	
04/23/04	Mr. McCullough	CES	Sixth	
04/26/04	Mr. Smith	West End	Sixth	
04/27/04				no job
04/28/04	Mrs. Miller	CES	Music	
04/29/04				no job
04/30/04	Mrs. Fisher	CES	First	
05/03/04	Mrs. Pickens	CES	Second	
05/04/04	Mrs. Lyons	CES	Library	
05/05/04	Mr. Smith	West End	Sixth	
05/06/04	Mrs. Lyons	Neason Hill	Library	
05/07/04	Mrs. Pickens	CES	Second	Field Trip
05/10/04	Mrs. Wheaton	CES	Sixth	
05/11/04				no job
05/12/04	extra teacher	CES	Kdg	

05/13/04	extra teacher	CES	Kdg	
05/14/04	Mrs. Zimmerman	West End	First	
05/17/04	Mrs. Pickens	CES	Second	
05/18/04	Mrs. Pickens	CES	Second	
05/19/04	Mrs. Pickens	CES	Second	
05/20/04	Mrs. Pickens	CES	Second	
05/21/04	Mrs. Pickens	CES	Second	
05/24/04	Mrs. Wheaton	CES	Sixth	
05/25/04	Mrs. Mack Maruska	CES	First	
05/26/04	Miller/Miller	CES	L.S/Music	
05/27/04				no job
05/28/04	Mrs. Miller	CES	L.S	
06/01/04	Mrs. Wheaton	CES	Sixth	
06/02/04				no job
06/03/04				no job
06/04/04				no job (Last student day)

			Substitute Teaching 2004-2005	
Date	Teacher	Building	Grade Level	Comments
09/01/04				No job (first day of school)
09/02/04				No job
09/03/04	Wally Mason	CES	5th	full day
09/07/04				No job
09/08/04				No job
09/09/04	extra teacher	East End	floatar AM only	requested by Mr. Meader
09/10/04				No job
09/13/04	Toni Wagner	CES	3rd	full day
09/14/04				No job
09/15/04				No job
09/16/04	extra teacher	CES & Neason	extra teacher	floatar CES a.m./Neason p.m.
09/17/04	Dianne Dowler	Neason Hill	6th	full day
09/20/04				No job
09/21/04	Kathy Maruska	CES	Kdg	requested 1/2 a.m.
09/22/04	extra teacher	CES & Neason Hill	extra teacher	floatar CES a.m./Neason p.m.
09/23/04	Kathy Maruska	CES	Kdg	requested 1/2 a.m.
09/24/04				No job
09/27/04	Shimek	CES	L.S.	full day
09/28/04				No job
09/29/04	Carole Fisher	CES	1st	requested
09/30/04	Carole Fisher	CES	1st	requested
10/01/04	Carole Fisher	CES	1st	requested
10/04/04				No job
10/05/04	extra teacher	Neason Hill	extra teacher	floatar
10/06/04	Regina Korn	Second	5th	full day
10/07/04	Gym Teacher	East End	K-6	full day
10/08/04				No job
10/11/04	Ms. Serra	First	K-6	Library
10/12/04	Billingsley	First	4th	full day
10/13/04	Mark Weathers	First	5th	requested
10/14/04	Mark Weathers	First	5th	requested
10/15/04	Britton	First	6th	full day
10/18/04				No job
10/19/04	Carol Lyons	CES	K-6	Library
10/20/04	K. Sandberg	Neason Hill	L.S.	1/2 PM
10/21/04				No job
10/22/04				No job
10/25/04	D. Terry	Second	4th	full day
10/26/04	Shimek	CES	L.S.	full day



10/27/04	extra teacher	Second	K-6	floater
10/28/04				No job
10/29/04				No school Teacher in service
11/01/04	Kathy Maruska	CES	Kdg	requested
11/02/04				No school Teacher in service
11/03/04				No job (1/2 day conference)
11/04/04	Minnis/Costello	First	1st & 2nd	AM Minnis & PM Costello
11/05/04	extra teacher	CES	K-6	floater
11/08/04	extra teacher	CES	K-6	floater
11/09/04	Mark Weathers	First	5th	requested
11/10/04				No job
11/11/04	Dupont	East End	5th	PM only
11/12/04	Dupont	East End	5th	full day
11/15/04	Amy Holt	CES	2nd	full day
11/16/04				No job
11/17/04	Hotchkiss	West End	6th	full day
11/18/04				No job
11/19/04	Morini	First	6th	full day
11/22/04	Costello	First	2nd	requested
11/23/04	Costello	First	2nd	requested
11/24/04	Costello	First	2nd	requested
11/25/04				Thanksgiving Break
11/26/04				Thanksgiving Break
11/29/04				Thanksgiving Break
11/30/04				No job
12/01/04				No job
12/02/04				No job
12/03/04	Losacano	CES	Kdg	requested
12/06/04	Wright	West End	1st	full day
12/07/04	Amy Holt	CES	2nd	full day
12/08/04	Sayer	West End	1st	full day
12/09/04	Carole Fisher	CES	1st	requested
12/10/04	Check	CES	5th	requested
12/13/04	Check	CES	5th	requested
12/14/04				No job
12/15/04				No job
12/16/04				No job
12/17/04				No job
12/20/04	Foster	First	2nd	requested
12/21/04				No job
12/22/04				No job

12/23/04 to 1/2/05				Christmas Break
01/03/05				No job
01/04/05				No job
01/05/05				No job
01/06/05				No job
01/07/05				No job
01/10/05				No job
01/11/05	Mark Weathers	First	5th	requested
01/12/05	Mark Weathers	First	5th	requested
01/13/05				No job
01/14/05	Kathy Maruska	CES	Kdg	requested
01/17/05				No school MLK day
01/18/05	extra teacher	First	K-6	floater
01/19/05		First	4th & 6th	AM Billingsley/PM Gerhart
01/20/05				No job
01/21/05				No school teacher wrkshp
01/24/05	Martin	First	Kdg	full day
01/25/05		CES	Kdg	AM Maruska/PM Losacano
01/26/05	extra teacher	CES & First	K-6	floater
01/27/05	Lerch	East End	6th	PM only
01/28/05	Gettys	East End	K-6	Gym
01/31/05				No job
02/01/05				No job
02/02/05	Cares	Neason Hill	Kdg	full day
02/03/05	Toni Wagner	CES	3rd	full day
02/04/05				No job
02/07/05	Powell	Neason Hill	2nd	full day
02/08/05				No job
02/09/05	Bazylak	Second	6th	full day
02/10/05	Billingsley	First	4th	requested
02/11/05	extra teacher	CES	K-6	floater
02/14/05	Billingsley	First	4th	requested
02/15/05	Buckeye	CES	K-6	requested Gym
02/16/05	Buckeye	CES	K-6	requested Gym
02/17/05	Buckeye	CES	K-6	requested Gym
02/18/05	Carol Lyons	CES	K-6	requested Library
02/21/05				no school Pres. day
02/22/05				No job
02/23/05				No job
02/24/05				No job
02/25/05	Nosker	East End	5th	full day
02/28/05	extra teacher	First	K-6	floater

03/01/05					No job
03/02/05	extra teacher	CES	K-6		floater
03/03/05	Morini	First	6th		requested
03/04/05		East End	4th		full day
03/07/05					No job
03/08/05					No job
03/09/05	Krueger	CES	K-6		PM only Health
03/10/05					No job
03/11/05					No school teacher in service
03/14/05					No job
03/15/05					No job
03/16/05	Buckeye	CES	K-6		requested Gym
03/17/05	Buckeye	CES	K-6		requested Gym
03/18/05					No job
03/29 to 03/28/05					Spring Break
03/29/05	Buckeye	CES	K-6		PM only Gym
03/30/05					No job
03/31/05	Stoke	First	K-6		full day Health/ Gym
04/01/05	Stoke	First	K-6		full day Health/ Gym
04/04/05					No job
04/05/05					No job
04/06/05					No job
04/07/05	Powell	Neason Hill	2nd		AM only
04/08/05	extra teacher	First	2nd		floater
04/11/05	Boca	East End	K-6		Library
04/12/05					No job
04/13/05					No job
04/14/05	Billingsley	First	4th		requested
04/15/05					No job
04/18/05					No job
04/19/05					No job
04/20/05					No job
04/21/05					No school Act 80 day
04/22/05	Morini	First	6th		requested
04/25/05	D. Terry	Second	4th		full day
04/26/05	Billingsley	First	4th		requested
04/27/05					No job
04/28/05	Krachowski	CES	4th		full day
04/29/05					No job



05/02/05				No job
05/03/05				No job
05/04/05	Costello	First	2nd	requested
05/05/05	Costello	First	2nd	requested
05/06/05				No school Act 80 day
05/09/05	Nahay	CES	4th	full day
05/10/05	Kathy Maruska	CES	Kdg	requested
05/11/05	Costello	First	2nd	requested
05/12/05	Boca	First	library	requested
05/13/05	Mark Weathers	First	5th	requested
05/16/05	Mark Weathers	First	5th	requested
05/17/05	D. Terry	Second	4th	full day
05/18/05				No job
05/19/05	Duvall	West End	4th	full day
05/20/05	Carole Fisher	CES	1st	requested
05/23/05				No job
05/24/05	Morini	First	6th	requested
05/25/05	Morini	First	6th	requested
05/26/05	Morini	First	6th	requested
05/27/05	Boca	East End	K-6	requested Library
05/30/05				no school
05/31/05	Wright	East End	2nd	full day
06/01/05	Morini	First	6th	requested
06/02/05				No job
06/03/05				No job
06/06/05				No job
06/07/05				No job
06/08/05	Britton	First	6th	requested
06/09/05				No job
06/10/05				No job Last day

Substitute Teaching Assignment 2005-2006				
DATE	BUILDING	Grade Level	TEACHER	Comments
WED AUG 31				First day school NO JOB
THU SEPT 1				NO JOB
FRI SEPT 2				NO JOB
MON SEPT 5				LABOR DAY NO SCHOOL
TUES SEPT 6				NO JOB
WED SEPT 7				NO JOB
THUR SEPT 8				NO JOB
FRI SEPT 9				NO JOB
MON SEPT 12				NO JOB
TUES SEPT 13				NO JOB
WED SEPT 14				NO JOB
THUR SEPT 15				NO JOB
FRI SEPT 16	SECOND DISTRICT		EXTRA TEACHER	NO JOB
MON SEPT 19				
TUES SEPT 20				
WED SEPT 21	CES	KDG	MRS. MARUSKA	1/2 PM ONLY
THUR SEPT 22				NO JOB
FRI SEPT 23				NO JOB
MON SEPT 26				NO JOB
TUES SEPT 27				NO JOB
WED SEPT 28				NO JOB
THUR SEPT 29				NO JOB
FRI SEPT 30				NO JOB
MON OCT 3				NO JOB
TUES OCT 4				NO JOB
WED OCT 5				NO JOB
THURS OCT 6	CES	GR 2	MRS. MILLER	
FRI OCT 7	FIRST DIST.	GR 6	MR. WEATHERS	REQUESTED
MON OCT 10	CES	K-6 PHYS.ED/HEALTH	MRS. BUCKEYE	1/2 PM ONLY REQUESTED
TUES OCT 11				NO JOB
WED OCT 12	CES	GR 2	MRS. MILLER	
THURS OCT 13				CANCELLED JOB DEPOSITION
FRI OCT 14	CES	LEARNING SUPPORT	MRS. SHIMEK	
MON OCT 17	CES	LEARNING SUPPORT	MRS. MARSTELLAR	
TUES OCT 18	FD	GR 1	MRS. PORTER	
WED OCT 19				NO JOB
THURS OCT 20				NO JOB
FRI OCT 21	FD	GR 4	MRS. BILLINGSLEY	REQUESTED
MON OCT 24	EE	LIBRARY K-6	MRS. BOCCA	REQUESTED
TUES OCT 25				NO JOB
WED OCT 26				NO JOB

THURS OCT 27				NO JOB
FRI OCT 28				TEACHER IN SERVICE NO SCH
MON OCT 31				NO JOB
TUES NOV 1				NO JOB
WED NOV 2				NO JOB
THURS NOV 3				PARENT CONF / 1/2 DAY/NO JOB
FRI NOV 4	CES	GR 3	MRS. WAGNER	1/2 PM ONLY
MON NOV 7				NO JOB
TUES NOV 8	FD	GR 6	MRS. BRITTON	1/2 PM ONLY REQUESTED
WED NOV 9				NO JOB
THURS NOV 10	FD	KDG	MRS. GEIGER	
FRI NOV 11				NO JOB
MON NOV 14				NO JOB
TUES NOV 15				NO JOB
WED NOV 16				NO JOB
THURS NOV 17	CES	GR 1	MRS. MORRIS	1/2 PM ONLY
FRI NOV 18	FD	EXTRA TEACHER	MR. MARLEY	MISCOMMUNICATION BET. TEACHER AND PRINCIPAL JOB CANCELLED
				SENT HOME
MON NOV 21	FD	GR 1	MRS. WRIGHT	
TUES NOV 22	FD	EXTRA TEACHER		
WED NOV 23				NO JOB
THURS NOV 24				NO SCHOOL THANKSGIVING BREAK
FRI NOV 25				NO SCHOOL THANKSGIVING BREAK
MON NOV 28				NO SCHOOL THANKSGIVING BREAK
TUES NOV 29	CES	KDG	MRS. MARUSKA	REQUESTED
WED NOV 30				NO JOB
THURS DEC 1				NO JOB
FRI DEC 2	NEASON HILL	KDG	MRS. MINNIS	
MON DEC 5				NO JOB
TUES DEC 6	FD	6TH AM/ 5TH PM	MORINI/GERHART	REQUESTED
WED DEC 7	FD	4TH AM/3RD PM	MALONE/BILLINGSLEY	REQUESTED
THURS DEC 8				NO JOB
FRI DEC 9	FD	4TH	MRS. BILLINGSLEY	REQUESTED
MON DEC 12	SD	4TH	MRS. TERRY	AM ONLY
TUES DEC 13	CES	1ST	MRS. FISHER	REQUESTED
WED DEC 14	FD	KDG	MRS. HOLT	
THURS DEC 15	FD	KDG	MRS. GEIGER	PM ONLY
FRI DEC 16	FD	6TH	MRS. MORINI	REQUESTED
MON DEC 19				NO JOB
TUES DEC 20				NO JOB
WED DEC 21	SD	4TH	MRS. TERRY	
THURS DEC 22				NO JOB
FRI DEC 23				NO SCHOOL CHRISTMAS BREAK



MON JAN 2						NO JOB
TUES JAN 3	SD	5TH		MR. MAHONEY		NO JOB
WED JAN 4						NO JOB
THURS JAN 5						NO JOB
FRI JAN 6	SD	5TH		MR. MAHONEY		REQUESTED
MON JAN 9	CES	1ST		MRS. FISHER		NO JOB
TUES JAN 10						
WED JAN 11	NEASON HILL	2ND		MRS. SHELVEY		NO JOB
THURS JAN 12						
FRI JAN 13	CES	1ST		MRS. FISHER		REQUESTED
MON JAN 16						NO JOB
TUES JAN 17	APL TRAINING					
WED JAN 18	APL TRAINING					
THURS JAN 19	APL TRAINING					
FRI JAN 20						NO SCHOOL
MON JAN 23						NO JOB
TUES JAN 24						NO JOB
WED JAN 25	FD	KDG		MRS. KRACHKOWSKI		REQUESTED
THURS JAN 26						NO JOB
FRI JAN 27						NO JOB
MON JAN 30						NO JOB
TUES JAN 31						
WED FEB 1						NO JOB
THURS FEB 2	CES	1ST		MRS. FISHER		REQUESTED
FRI FEB 3						NO JOB
MON FEB 6						SNOW DAY
TUES FEB 7	NEASON HILL	KDG		MRS. INMAN		
WED FEB 8						NO JOB
THURS FEB 9	WE	EXTRA TEACHER				
FRI FEB 10						NO JOB
MON FEB 13	CES	1ST		MRS. FISHER		REQUESTED
TUES FEB 14	CES	1ST		MRS. FISHER		REQUESTED
WED FEB 15	CES	1ST		MRS. FISHER		REQUESTED
THURS FEB 16	APL TRAINING					
FRI FEB 17	CES	1ST		MRS. FISHER		REQUESTED
MON FEB 20	WE	4TH		MRS. HAYDEN		
TUES FEB 21	WE	4TH		MRS. HAYDEN		
WED FEB 22	CES	5TH		MR. MASON		PM ONLY
THURS FEB 23						NO JOB

FRI FEB 24	FD	5TH	MR. WEATHERS	REQUESTED
MON FEB 27	SD	5TH	MR. MAHONEY	NO JOB
TUES FEB 28				NO JOB
WED MARCH 1				NO JOB
THURS MAR 2	FD	EXTRA TEACHER		
FRI MAR 3				NO JOB
MON MAR 6				NO JOB
TUES MAR 7	FD	LEARNING SUPPORT	MRS. HARIDA	NO JOB
WED MARCH 8				NO SCHOOL ACT 80 DAY
THURS MAR 9				NO SCHOOL INSERVICE
FRI MAR 10				
MON MAR 13				NO SCHOOL
TUES MAR 14				NO SCHOOL
WED MARCH 15	APL TRAINING			
THURS MAR 16	WE	6TH	MR. STEIGKAMPER	
FRI MAR 17	CES	2ND	MRS. MILLER	
MON MAR 20				NO JOB
TUES MAR 21				NO JOB
WED MARCH 22				NO JOB
THURS MAR 23				NO JOB
FRI MAR 24				NO JOB
MON MAR 27				NO JOB
TUES MAR 28				NO JOB
WED MARCH 29				NO JOB
THURS MAR 30	CES	KDG	MRS. MARUSKA	REQUESTED
FRI MAR 31				NO JOB
MON APRIL 3				NO JOB
TUES APRIL 4	SD	3RD	MRS. ROSENBERGER	
WED APRIL 5	CES	4TH	MR. PETERS	
THURS APRIL 6	FD	LIBRARY K-6	MISS BOCA	
FRI APRIL 7				NO JOB
APRIL 10-17				EASTER BREAK
TUES APRIL 18	CES	HEALTH/GYM	MRS. BUCKEYE	REQUESTED
WED APRIL 19				NO JOB
THURS APRIL 20				NO JOB
FRI APRIL 21	WE	3RD	MRS. P. SMITH	
MON APRIL 24				NO JOB

TUES APRIL 25	CES	2ND	MRS. KLASSEN	REQUESTED
WED APRIL 26	FD	KDG	MRS. VOGT	REQUESTED
THURS APRIL 27	FD	KDG	MRS. VOGT	REQUESTED
FRI APRIL 28	CES	KDG	MR. LOSACANO	REQUESTED
MON MAY 1	FD	4TH	MRS. BILLINGSLEY	REQUESTED
TUES MAY 2				NO JOB
WED MAY 3				NO JOB
THURS MAY 4	CES	2ND	MRS. LERI/MRS. MORRIS	NO SCHOOL (SNOW MAKE-UP DAY)
FRI MAY 5				
MON MAY 8	FD	KDG	MRS. VOGT	REQUESTED
TUES MAY 9	CES	2ND/1ST	MRS. MILLER/MRS. FISHER	REQUESTED
WED MAY 10	CES	1ST	MRS. FISHER	1/2 AM ONLY REQUESTED
THURS MAY 11	EE	3RD	MRS. RUOFF	
FRI MAY 12	FD	KDG	MRS. KRACKOWSKI	REQUESTED
MON MAY 15	FD	KDG	MRS. KRACKOWSKI	REQUESTED
TUES MAY 16				NO JOB
WED MAY 17	EE	KDG	MRS. HOPE	
THURS MAY 18	FD	4TH	MRS. BILLINGSLEY	REQUESTED
FRI MAY 19	FD	LIBRARY K-6	MRS. BOCCA	REQUESTED
MON MAY 22	FD	3RD	EXTRA TEACHER	REQUESTED
TUES MAY 23	FD	KDG-6TH	EXTRA TEACHER	REQUESTED
WED MAY 24	FD	KDG-6TH/L. SUPPORT	EX. TCHR/MRS. SANDBERG	AM REQUESTED/PM SUB SERVICE
THURS MAY 25	CES	5TH	MR. MASON	
FRI MAY 26	FD	6TH	MRS. MORINI	REQUESTED
MON MAY 29				NO SCHOOL (MEMORIAL DAY)
TUES MAY 30				CANCELLED JOB ARBITRATION HRNG
WED MAY 31	FD	KDG	MRS. GEIGER	REQUESTED
THURS JUNE 1	FD	KDG	MRS. GEIGER	REQUESTED
FRI JUNE 2				NO JOB
MON JUNE 5	CES		MR. MASON	
TUES JUNE 6		5TH		NO JOB
WED JUNE 7				NO JOB
THURS JUNE 8	CES	6TH	MRS. BAUER	
FRI JUNE 9	CES	6TH	MRS. BAUER	



## Crawford Central School District



Instructional Support Center  
11280 Mercer Pike  
Meadville, Pennsylvania 16335-9504  
Telephone: (814) 724-3960  
FAX: (814) 333-8731  
<http://www.craw.org>

Michael E. Dolecki, Superintendent

Charles E. Heller III  
Assistant Superintendent  
Shawn G. Sampson  
Business Manager/Bowd Secretary  
Suzanne L. Good  
Director of Elementary Curriculum  
Jennifer A. Galden  
Director of Secondary Curriculum  
David M. Harida  
Acting Director of Special Services  
John M. Bauer  
Supervisor of Buildings & Grounds  
Richard L. Fraker  
Coordinator of Technology  
Frank B. Barba  
Coordinator of Trans./Food Service

### OFFICE OF THE ASSISTANT SUPERINTENDENT

June 15, 2005

Mrs. Rowena V. Wagner  
166 North Franklin Street  
Cochrannton, PA 16314

Dear Mrs. Wagner:

As we draw to the close of another year, I would like to take this opportunity to thank you for being with us throughout the last year and compliment you on the manner in which you performed your duties.

We look forward to your returning to work with us when school resumes following the summer recess and you can accept this letter as a reasonable assurance that your position will be available for you next year.

Please call me if you should have any questions.

Sincerely,

Charles E. Heller, III  
Assistant Superintendent of Schools

CEH/jen

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Richard L. Fraker  
*Coordinator of Technology*  
Frank B. Barba  
*Coordinator of Trans./Food Service*

### OFFICE OF THE SUPERINTENDENT

July 14, 2006

Mrs. Rowena Wagner  
166 N. Franklin St., P.O. Box 781  
Cochrannton, PA 16314

Dear Mrs. Wagner:

Please be advised that the vacancy for Grade 1 Teacher at Cochrannton Elementary School as per the July 7, 2006, posting did not receive a bid from a member of the Crawford Central Education Association. We will keep your letter active as we will be interviewing for the position for the 2006-2007 school year.

Thank you for your interest in Crawford Central School District.

Sincerely,

Charles E. Heller, III  
Assistant Superintendent of Schools

CEH/jen

CC: File